

Message Text

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ACTION LAB-04

INFO OCT-01 EUR-12 ISO-00 CIAE-00 PM-04 INR-07 L-03

ACDA-10 NSAE-00 PA-02 SS-15 PRS-01 SP-02 USIA-15

TRSE-00 SAJ-01 COME-00 EB-07 SIL-01 /085 W

----- 054963

R 261624Z JUL 76

FM AMEMBASSY COPENHAGEN

TO SECSTATE WASHDC 3007

INFO AMEMBASSY BONN

AMEMBASSY BRUSSELS

AMEMBASSY THE HAGUE

AMEMBASSY LONDON

AMEMBASSY OSLO

AMEMBASSY PARIS

AMEMBASSY ROME

AMEMBASSY STOCKHOLM

USMISSION NATO

SECDEF WASHDC

DIA WASHDC

USCINCEUR VAIHINGEN GERMANY

CINCUSAREUR HEIDELBERG GERMANY

CINCUSAFE RAMSTEIN AB GERMANY

CINCNAVEUR LONDON UK

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E.O. 11652: N/A

TAGS: ELAB, DA

SUBJECT: MILITARY UNIONS IN DENMARK

REF: STATE 163207

1. THE ORGANIZATION OF THE MILITARY IN DENMARK IN TRADE UNIONS
IS MERELY THE EXPRESSION IN THIS AREA OF OCCUPATION OF THE TENDENCY
OF DANES TO ORGANIZE THEMSELVES IN GROUPS WHICH SHARE MORE OR LESS
SIMILAR CONDITIONS. THIS PROPENSITY IS FOUND THROUGHOUT THE
SOCIETY AMONG FARMERS, EMPLOYERS, MERCHANDISERS, PHYSICIANS, ETC.

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AND A DANE CONSIDERS IT ONLY NATURAL THAT SIMILAR ORGANIZATION

SHOULD TAKE PLACE IN THE ARMED FORCES. THE RIGHT OF OFFICERS, OF WHICH THERE ARE NOW TWO CATEGORIES IN DENMARK, TO ORGANIZE AND NEGOTIATE WAS ESTABLISHED WITH THE ENACTMENT OF THE CIVIL SERVICE ACT OF 1919 WHICH LEGALIZED TRADE UNIONS FOR PUBLIC SERVANTS AND GRANTED THEM THE RIGHT TO NEGOTIATE IN CERTAIN AREAS. ENLISTED MEN ARE ORGANIZED IN A SEPARATE GROUP WHICH ENJOYS NEGOTIATION RIGHTS GRANTED BY THE MINISTRY OF DEFENSE IN 1953. CONSCRIPTS ARE NOT UNIONIZED BUT PARTICIPATE IN A REPRESENTATIONAL SYSTEM BASED ON THE ACT OF RULES OF COOPERATION IN THE ARMED FORCES OF JUNE 1967 AND ON A REGULATION RELATING TO COLLABORATION IN STATE INSTITUTIONS ISSUED BY THE MINISTRY OF FINANCE IN 1972.

2. ARMY AND NAVY OFFICERS FIRST EXERCISED THEIR RIGHT TO ORGANIZE UNDER THE CIVIL SERVICE ACT OF 1919 BY FORMING WHAT WAS CALLED THE CO-ORGANIZATION OF OFFICERS AND EQUALS OF THE ARMY AND AN EQUIVALENT ORGANIZATION FOR THE NAVY IN 1921. THESE GROUPS WERE IN TURN AFFILIATED TO AN ORGANIZATION EMBRACING ALL HIGHER CIVIL SERVANTS UNTIL THE REORGANIZATION OF THE ARMED FORCES IN 1945. UNION STRUCTURE WAS THEN ADAPTED TO CORRESPOND TO THE CHANGES EFFECTED IN THE STRUCTURE OF THE ARMED FORCES AND FOR THE FIRST TIME AN ORGANIZATION OF AIR FORCE OFFICERS WAS FORMED. THE ORGANIZATION OF OFFICERS OF THE ARMY WAS EXPANDED TO INCLUDE THE B-LINE OFFICERS, THAT IS, THOSE OFFICERS WHO BEFORE AND AFTER THE FIRST WORLD WAR WERE CALLED OFFICIANTS OR OFFICERS OF THE SPECIAL GROUP, THE DANISH TERMS FOR WHAT IN OTHER COUNTRIES ARE CALLED WARRANT OFFICERS. BUT THESE OFFICERS, WHO, IN CONTRAST TO THE A-LINE OFFICERS, ARE PRIMARILY TECHNICALLY TRAINED, HAD SINCE THE EARLY 19TH CENTURY THEIR OWN ORGANIZATIONS DEVOTED PRIMARILY TO MUTUAL ASSISTANCE AND, AFTER 1919, TO TRADE UNION ACTIVITIES. AT FIRST THERE WAS HOPE A COMMON ORGANIZATION OF A-LINE AND B-LINE COULD BE ACHIEVED, BUT AFTER THE FAILURE OF THE LEAGUE OF ORGANIZATIONS OF DANISH OFFICERS, WHICH WAS FORMED IN 1967, A-LINE OFFICERS OF ARMY AND NAVY FORMED A NEW ASSOCIATION OF REGULAR ARMY AND NAVY A-BRANCH OFFICERS WHICH THE AIR FORCE A-LINE OFFICERS JOINED THIS YEAR. THE A-LINE OFFICERS ORGANIZATION IS AFFILIATED TO THE AKADEMIKERNES CENTRALORGANISATION, WHICH IS THE INDEPENDENT UNION OF UNIVERSITY GRADUATES.

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3. MEANWHILE, B-LINE OFFICERS MAINTAINED THEIR OWN ORGANIZATION AND IN 1948 AFFILIATED IT TO THE CENTRAL UNION OF HIGHER STATE FUNCTIONARIES (CO-2), THE CARTEL PRIMARILY RESPONSIBLE FOR NEGOTIATIONS ON BEHALF OF MIDDLE LEVEL CIVIL SERVANTS WITH THE STATE. SINCE 1969 THE ASSOCIATION OF B-BRANCH OFFICERS HAS CONDUCTED ITS NEGOTIATIONS WITH THE MINISTRY OF DEFENSE THROUGH THIS ENTITY. CO-2 IS

AFFILIATED TO THE FAELLESRAEDET FOR DANSKE TJENESTEMANDS
OG FUNKTIONAERORGANISATIONER (FTF), THE NONE-POLITICAL DANISH
FEDERATION OF PUBLIC SERVANTS' AND SALARIED EMPLOYEES'
ORGANIZATIONS. THE CURRENT PRESIDENT OF THE ASSOCIATION OF
B-BRANCH OFFICERS IS A VICE PRESIDENT OF CO-2.

4. THE ORGANIZATION OF ENLISTED MEN, CALLED THE CENTRAL-
FORENING FOR SENIORSERGENTER OG STAMPERSKAL, ORIGINALLY
BEGAN AS A SERGEANTS' ASSOCIATION. IT FIRST GAINED OFFICIAL
STATUS IN 1953 WHEN THE MINISTRY OF DEFENSE GRANTED IT
NEGOTIATING RIGHTS AND IN 1969 A SO-CALLED MAJOR AGREEMENT
WAS REACHED WITH THE MOD ON NEGOTIATION RIGHTS AND PROCEDURES
AND ON THE ELECTION, ACTIVITY AND PROTECTION OF TRADE UNION
AGENTS. AT THE INSTIGATION OF ITS RECENTLY DECEASED AND
ACTIVIST LEADER, MEMBERS OF THE UNION VOTED ON WHETHER OR NOT
TO AFFILIATE TO THE MAJOR TRADE UNION CENTRAL OF DENMARK,
THE LO, THIS YEAR. AFFILIATION TO THE LO, WHICH IS THE
MAJOR INSTITUTIONAL SUPPORT OF THE SOCIAL DEMOCRATIC PARTY,
WAS REJECTED BY AN OVERWHELMING MAJORITY OF THE UNION MEMBERS,
AND THE ORGANIZATION REMAINS INDEPENDENT. IT IS A MEMBER OF
THE EUROPEAN ORGANIZATION OF MILITARY ASSOCIATIONS WHICH HAS
ITS HEADQUARTERS IN BONN.

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INFO OCT-01 EUR-12 ISO-00 CIAE-00 PM-04 INR-07 L-03

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TRSE-00 SAJ-01 COME-00 EB-07 SIL-01 /085 W

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R 261624Z JUL 76

FM AMEMBASSY COPENHAGEN

TO SECSTATE WASHDC 3008

INFO AMEMBASSY BONN

AMEMBASSY BRUSSELS

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5. CONSCRIPTED SOLDIERS ARE NOT ORGANIZED IN TRADE UNIONS BUT UNDER THE RULES ON COOPERATION AND COLLABORATION MENTIONED IN PARAGRAPH 1 SELECT SO-CALLED SPOKESMEN TO REPRESENT THEM FROM THE COMPANY LEVEL ON UP. THROUGH A COMPLICATED SYSTEM OF COMMITTEES, THE CONSCRIPTS' REPRESENTATIVES ARE ABLE TO RAISE ALMOST ANY SUBJECT WITH THE OFFICERS IN COMMAND. IN THE HIERARCHICAL STRUCTURE, ANY ISSUE NOT RESOLVED AT A LOWER LEVEL MAY BE PUSHED HIGHER. THE PURPOSE OF THESE PROCEDURES, AS STATED IN THE ACT OF RULES OF COOPERATION IN THE ARMED FORCES IS "....THROUGH ACTIVE COOPERATION - TO PROMOTE THE POSSIBILITIES AND INDIVIDUAL GROWTH OF THE
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INDIVIDUAL, TO STRENGTHEN THE MUTUAL RELATIONSHIP, AND THUS TO INCREASE THE EFFICIENCY OF THE ARMED FORCES."

6. COLLECTIVE BARGAINING IS LIMITED BY THE "STATUTE OF 1969 RELATING TO PUBLIC SERVANTS" WHICH RULES OUT AGREEMENTS ON MATTERS WHICH ARE FIXED BY LAW SUCH AS THE PUBLIC SERVANTS' PENSION LAW OR REGULATIONS GOVERNING THE DISCHARGE OF PUBLIC SERVANTS. THIS DOES NOT MEAN THAT SUCH MATTERS MAY NOT BE NEGOTIATED. THEY MUST BE LEGISLATED, HOWEVER. THEORETICALLY, THE ONLY ITEMS NOT SUBJECT TO NEGOTIATION ARE OPERATIONAL OR ORGANIZATIONAL MATTERS EXCEPT WHERE THEY DO AFFECT WORKING CONDITIONS. BARGAINING IS ALSO CARRIED OUT ON A PRACTICALLY DAILY BASIS IN THAT TRADE UNION AGENTS AS WELL AS CONSCRIPTS PARTICIPATE WITH REPRESENTATIVES OF ALL SEGMENTS OF THE ARMED FORCES IN IMPLEMENTING THE PROVISIONS OF THE ACT OF RULES OF COOPERATION IN THE ARMED FORCES. IN THESE HIERARCHICALLY STRUCTURED COMMITTEES, ALL MATTERS AFFECTING THE CONDITIONS AND ACTIVITIES OF THE MILITARY ARE DISCUSSED AND CONSIDERED.

7. DENMARK'S ARMED FORCES ARE 40 HOUR-A-WEEK ORGANIZATIONS WITH COMPLICATED PROVISIONS FOR COMPENSATORY TIME OFF AND EDUCATIONAL OPPORTUNITY. IT IS SAID TO BE STANDARD THAT THE NAVY ANNOUNCES IN THE SUMMER THAT THE FLEET IS IMMOBILE BECAUSE SO MANY PERSONS ARE TAKING THEIR COMPENSATORY TIME OFF OR PARTICIPATING IN ADULT EDUCATION PROGRAMS THAT THE

SHIPS CANNOT BE MANNED. IN TIMES OF EMERGENCY, THESE COMPLICATED WORK RULES ARE NOT APPLICABLE.

8. THERE IS STRONG EMPHASIS ON COMMUNICATION AND SOLIDARITY IN THE DANISH MILITARY AND THIS IS EMPHASIZED AS BEING IMPORTANT IN A DEMOCRATIC STATE'S ARMED FORCES. ALL OF THE ORGANIZATIONS ARE NON-POLITICAL AND MOST OF THE MILITARY ARE DETERMINED TO KEEP THEM THAT WAY. THE HOMOGENEITY OF THE DANISH PEOPLE AND THE GENERAL ATMOSPHERE TENDING TO DEPRECIATE DIFFERENCES BASED ON EDUCATION, WEALTH OR BACKGROUND ARE REFLECTED IN THE DANISH MILITARY AND IN THE STRUCTURES DESCRIBED ABOVE WHICH MAKE PRACTICALLY ALL COMMANDS WHICH ARE CONSIDERED UNFAIR OR ILL-ADVISED SUBJECT TO DISCUSSION IN ONE FORUM OR ANOTHER.

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9. LISTED BELOW ARE THE MILITARY PERSONNEL ASSOCIATIONS AS WELL AS CIVILIAN TRADE UNIONS WHICH HAVE MEMBERS EMPLOYED WITHIN THE ARMED FORCES:

- THE ASSOCIATION OF REGULAR ARMY, AIR FORCE & NAVAL A-BRANCH OFFICERS
- THE ASSOCIATION OF REGULAR MILITARY SURGEONS AND THE ASSOCIATION OF DANISH MILITARY SURGEONS.
- THE ASSOCIATION OF JUDGE ADVOCATES.
- THE ASSOCIATION OF ENGINEERS EMPLOYED BY THE ARMED FORCES.
- THE ASSOCIATION OF REGULAR HOME GUARD OFFICERS.
- THE ASSOCIATION OF HOME GUARD CONSULTANTS.
- THE ASSOCIATION OF REGULAR ARMY B-BRANCH OFFICERS.
- THE ASSOCIATION OF REGULAR NAVAL B-BRANCH OFFICERS.
- THE ASSOCIATION OF REGULAR AIR FORCE B-BRANCH OFFICERS.
- THE ASSOCIATION OF CIVILIANS PERMANENTLY EMPLOYED BY THE ARMED FORCES.
- THE ASSOCIATION OF MILITARY MUSICIANS.
- THE ASSOCIATION OF JUDGE ADVOCATE CORPS INVESTIGATORS.
- THE JOINT ASSOCIATION OF ARMY RESERVE OFFICERS EMPLOYED ON CONTRACT.
- THE ASSOCIATION OF AIR FORCE RESERVE OFFICERS SERVING PERMANENTLY.
- THE DANISH RESERVE OFFICERS ASSOCIATION.
- THE ASSOCIATION OF REGULAR OTHER RANKS.
- THE ASSOCIATION OF AIR FORCE RESERVE OFFICERS EMPLOYED ON CONTRACT.
- THE ASSOCIATION OF ARMY RESERVE OFFICERS SERVING PERMANENTLY.
- THE ASSOCIATION OF NAVAL RESERVE OFFICERS.
- THE ASSOCIATION OF NAVAL E-BRANCH RESERVE OFFICERS.
- THE ASSOCIATION OF NAVAL MECHANICS PERMANENTLY EMPLOYED BY THE NAVY.
- THE CENTRAL ASSOCIATION OF SKILLED WORKERS EMPLOYED UNDER THE MINISTRY OF DEFENSE.

THE ASSOCIATION OF CIVIL WORKERS OF THE NAVY.
THE TRADE UNION OF WORKERS OF THE ARMY AND THE NAVY.
THE ASSOCIATION OF CIVIL TEACHERS EMPLOYED BY ARMY AND
NAVY REGULAR OFFICERS SCHOOLS.
THE TRADE UNION OF OFFICE AND BUSINESS EMPLOYEES IN DENMARK.
THE DANISH NURSE COUNCIL.
THE ASSOCIATION OF ENGINEERS.
THE ASSOCIATION OF TECHNICIANS.
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THE DANISH ASSOCIATION OF MERCHANT MARINE MATES.
THE ASSOCIATION OF MARINE ENGINEERS.
THE WIRELESS OPERATORS ASSOCIATION OF 1917.
THE JOINT ASSOICATION OF GUARDS AND ATTENDANTS.
THE ASSOCIATION OF ARMED FORCES ARCHITECTS.
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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: ARMED FORCES, MILITARY PERSONNEL, LABOR UNIONS
Control Number: n/a
Copy: SINGLE
Draft Date: 26 JUL 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Authority: n/a
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 JAN 1960
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976COPENH02477
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D760292-1377
From: COPENHAGEN
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760722/aaaaatmx.tel
Line Count: 297
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION LAB
Original Classification: UNCLASSIFIED
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 6
Previous Channel Indicators: n/a
Previous Classification: n/a
Previous Handling Restrictions: n/a
Reference: 76 STATE 163207
Review Action: RELEASED, APPROVED
Review Authority: hackerp0
Review Comment: n/a
Review Content Flags:
Review Date: 15 MAR 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <15 MAR 2004 by ThomasVJ>; APPROVED <06 JAN 2005 by hackerp0>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: MILITARY UNIONS IN DENMARK
TAGS: ELAB, DA
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006